

EXHIBIT 15

GRIEVANCE RELEASE

I MARLYNA TILMON that before signing the Grievance Settlement Agreement dated _____

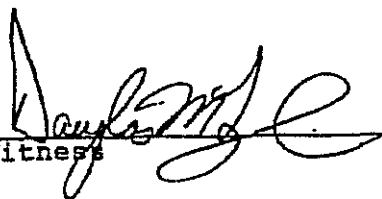
I have had an adequate opportunity to review with the person of my choosing, and further agree that I fully understand the terms and conditions of the Grievance Settlement Agreement. I further acknowledge that I have not be coerced into signing the agreement and I have signed it knowingly and voluntarily.

I further acknowledge that Teamsters Local 830 representatives have explained and detailed my rights and options and I fully understand those rights and options.

I further acknowledge that Teamsters Local 830 has fully and fairly represented me in all matters pertaining to and relating to this grievance and my employment with P. B. G.

• grievance #s 665, 489, 662, 662-2, 663.

Marlyna Tilmon (all rights reserved)


Witness

Date: 1/21/03

PBG 00314